Contract Information for Management Employees	City Manager		Management Employees	Fremont Association of Management Employees (FAME safety)			Unrepresented Management Employees (UME)
Contract Date	N/A	N/A	07/01/11-06/30/13	07/01/11-06/30/13	07/01/11-06/30/13	N/A	N/A
Most Recent COLA Increase	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%
Next COLA Increase	To be determined	To be determined	To be negotiated	To be negotiated	To be negotiated	To be determined	To be determined
Previous COLA Increase	06/22/08- 4%	06/22/08- 4%	06/22/08- 4%	06/22/08- 4%	06/22/08- 4%	06/22/08- 4%	06/22/08- 4%
2011-2012 MOU Concesions	07/17/11-06/30/12 Employee paid Employer CalPers Contrib 5.29%.	07/17/11-06/30/12 Employee paid Employer CalPers Contrib 5.29%	08/14/11-06/30/12 Employee paid Employer CalPers Contrib- 5.75%	08/14/11-06/30/12 Employee paid Employer CalPers Contrib- 6.30%	09/25/11-06/30/12 Employee paid Employer CalPers Contrib 6.43%	Employee paid Employer	07/17/11-06/30/12 Employee paid Employer CalPers Contrib 5.29%
2012-2013 MOU Concessions	07/01/12-06/30/13 Employee paid Employer CalPers Contrib- 5.29%	07/01/12-06/30/13 Employee paid Employer CalPers Contrib- 5.29%	07/01/12-06/30/13 Employee paid Employer CalPers Contrib- 5.29%	07/01/12-06/30/13 Employee paid Employer CalPers Contrib- 5.80%	07/01/12-06/30/13 Employee paid Employer CalPers Contrib 5.8%	07/01/12-06/30/13 Employee paid Employer CalPers Contrib- 5.29%	07/01/12-06/30/13 Employee paid Employer CalPers Contrib- 5.29%
PERS Retirement For Employees hired on or before 12/31/2011	2.5% @ 55	2.5% @ 55	2.5% @ 55	3% @ 50	3% @ 50	2.5% @ 55	2.5% @ 55
Final Comp.	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year
Survivor Benefit	4th Level	4th Level	4th Level	4th Level	4th Level	4th Level	4th Level
PERS Retirement for Employees hired after 12/31/11	2.0 % @ 60	2.0 % @ 60	2.0 % @ 60	3.0% @ 55	3.0% @ 55	2.0 % @ 60	2.0 % @ 60
Final Comp.	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years
Survivor Benefit	4th Level	4th Level	4th Level	4th Level	4th Level	4th Level	4th Level
Employer Rate FY 11/12 (off set as outlined above)	22.916%	22.916%	22.916%	36.358%	36.358%	22.916%	22.916%
Employer Rate FY 12/13 (off set as outlined above)	23.611%	23.611%	23.611%	36.804%	36.804%	23.611%	23.611%
CalPers Employee Contribution	8%- Employee Contribution	8%- Employee Contribution	8%- Employee Contribution	9%- Employee Contribution	9%- Employee Contribution		8%- Employee Contribution
Deferred Compensation	Annual City Contribution - \$5,400	Annual City Contribution - maximum allowable	Voluntary - employee paid	Voluntary - employee paid	Voluntary - employee paid	Annual City Contribution - Amount to be determined at time of hire based on approval of City Manager	Voluntary - employee paid
City Contribution to 401 (a)	2% of base salary + \$11,344 annually	3.4% of base salary	2% of base salary	N/A	N/A	2% of base salary	2% of base salary

Contract Information for Management Employees	City Manager	City Attorney	(FAME non-safety)	Fremont Association of Management Employees (FAME safety)	Association (FPMA)	Unrepresented Fremont Officials (UFO) - Department Heads & other at-will employees	Management Employees (UME)
Car Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Uniform Allowance	N/A	N/A	Fire Non-Safety Managers \$1,000 annually	Police Mgmt - \$1,500 Fire Mgmt - \$1,000 annually		Police Chief - \$1,500 annually; Fire Chief \$1,000 annually	N/A
Longevity Pay	N/A	N/A	N/A	24 yrs = add'l 2.3% of base pay	24 yrs = add'l 2.3% of base pay	N/A	N/A
Acting Pay	N/A	N/A	Amount is discretionary, based on level of duties performed and the duration of time performed. Criteria: Shall be for a period which exceeds at least 3 consecutive wks; duties assumed shall be substantive in scope and content.	Amount is discretionary, based on level of duties performed and the duration of time performed. Criteria: Shall be for a period which exceeds at least 3 consecutive wks; duties assumed shall be substantive in scope and content.	Amount is discretionary, based on level of duties performed and the duration of time performed. Criteria: Shall be for a period which exceeds at least 3 consecutive wks; duties assumed shall be substantive in scope and content.	City Manager discretion	Assignment exceeding 3 weeks - discretionary premium pay
Management Incentive Pay	N/A	N/A	City Manager discretion - premium pay for working outside normal scope of duties	City Manager discretion - premium pay for working outside normal scope of duties	City Manager discretion - premium pay for working outside normal scope of duties	City Manager discretion	City Manager discretion - premium pay for working outside normal scope of duties
Tuition Reimbursement	N/A	N/A	Maximum \$20,000 per EE with at least six months of full-time service; bargaining unit maximum \$150,000 for term of MOU	full-time service; bargaining unit maximum	Maximum \$20,000 per EE with at least six months of full-time service; bargaining unit maximum \$150,000 for term of MOU	City Manager discretion	City Manager discretion

Contract Information	City Manager	City Attorney	Fremont Association of	Fremont Association of	Fremont Police	Unrepresented Fremont	Unrepresented
for Management	Oity munugur	ony rationally	Management Employees				Management
Employees				(FAME safety)		, ,	Employees (UME)
p.:0,000			(i / iiii = iieii eaileig)	(: / <u> </u>		other at-will employees	p.0,000 (0)
City Paid Health	01/01/11 - HBA	01/01/11 - HBA	01/01/11 - HBA	01/01/11 - HBA	01/01/11 - HBA		01/01/11 - HBA
Benefits Allowance	\$1,670.13/mo. Used to	\$1,670.13/mo. Used to	\$1,670.13/mo. Used to	\$1,670.13/mo. Used to	\$1,670.13/mo. Used to	\$1,670.13/mo. Used to	\$1,670.13/mo. Used to
(HBA) Excess HBA	cover medical, dental,	cover medical, dental,	cover medical, dental, and	cover medical, dental, and	cover medical, dental, and	cover medical, dental,	cover medical, dental,
over premium cost	and vision premium.	and vision premium.	vision premium.	vision premium.	vision premium.	and vision premium.	and vision premium.
paid as taxable ABC							
cash (cafeteria plan)	ABC cash cap- \$580/mo	No ABC cash issued	, .	ABC Cash Cap: \$580/mo	, ,	ABC Cash Cap- \$580/mo	ABC Cash Cap- \$580/mo
			Employee hired as of 01/01/08:	Employees hired as of 01/01/08:	Employees hired as of 01/01/08:		
			1 - 3	Ees who waive medical	Ees who waive medical		
			medical and dental	and dental receive	and dental receive		
			receive \$780/mo	\$780/mo.	\$780/mo		
			If difference between HBA	If the difference between	If difference between HBA		
				HBA and medical/dental	and medical/dental prem is		
				prem is ≥ \$580 but < \$780,	≥ \$580 but < \$780, will		
			receive \$580/mo	will receive \$580/mo	receive \$580/mo.		
			Teecive 4300/mo	Will receive \$500/1110	receive 4000/mo.		
			If difference between HBA	If difference between HBA	If difference between HBA		
			and medical/dental prem	and medical/dental prem is	and medical/dental prem is		
			is < \$580, will receive	<\$580, will receive amount	<\$580, will receive amount		
			amount not used for	not used for purchase of	not used for purchase of		
			purchase of benefits.	benefits.	benefits.		
				Employees hired after	Employees hired after		
					01/01/08:		
				Eligible for a maximum of \$580/mo ABC Cash if	Eligible for a maximum of \$580/mo ABC Cash if		
			waiving or purchasing	waiving or purchasing	waiving or purchasing		
			medical and dental	medical and dental	medical and dental		
			premiums.	premiums.	premiums.		
			Effective 06/30/13:	Effective 06/30/13:	Effective 06/30/13:		
			Maximum ABC Cash	Maximum ABC Cash	Maximum ABC Cash		
			received will be \$580/mo	received will be \$580/mo	received will be \$580/mo		
			regardless of date of hire.	regardless of date of hire.	regardless of date of hire.		
			- 3				

for Management Employees	City Manager	City Attorney	Management Employees (FAME non-safety)	Fremont Association of Management Employees (FAME safety)	Manangement Association (FPMA)	Department Heads & other at-will employees	Management Employees (UME)
Dental Plan - premiums effective 01/01/11 Voluntary enrollment	EE = \$49.60/mo EE + 1 = \$93.22/mo Family = \$160.44/mo Covergage provided by Delta Dental	EE = \$49.60/mo EE + 1 = \$93.22/mo Family = \$160.44/mo Covergage provided by Delta Dental		EE = \$49.60/mo EE + 1 = \$93.22/mo Family = \$160.44/mo Covergage provided by Delta Dental	EE = \$49.60/mo EE + 1 = \$93.22/mo Family = \$160.44/mo Covergage provided by Delta Dental	EE + 1 = \$93.22/mo Family = \$160.44/mo	EE = \$49.60/mo EE + 1 = \$93.22/mo Family = \$160.44/mo Covergage provided by Delta Dental
Linomicit	Two vision plans available under VSP: Standard: EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High: EE = \$11.80/mo EE + 1 = \$17.04/mo Family = \$30.20/mo	Two vision plans available under VSP: Standard: EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High: EE = \$11.80/mo EE + 1= \$17.04/mo Family = \$30.20/mo	under VSP: Standard: EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High: EE = \$11.80/mo	Family = \$ 20.48/mo High: EE = \$11.80/mo	Family = \$ 20.48/mo High: EE = \$11.80/mo	EE + 1 = \$11.62/mo Family = \$ 20.48/mo High: EE = \$11.80/mo EE + 1= \$17.04/mo	Two vision plans available under VSP: Standard: EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High: EE = \$11.80/mo EE + 1= \$17.04/mo Family = \$30.20/mo
Employee Assistance Plan City Paid - premium effective 01/01/10	\$4.52/mo	\$4.52/mo	\$4.52/mo	\$4.52/mo	\$4.52/mo	\$4.52/mo	\$4.52/mo
City Paid Life Insurance- premium effective 1/1/06	\$250,000 Coverage \$21.00/mo \$1,500 Dependent Cov \$0.36/mo	\$250,000 Coverage \$21.00/mo \$1,500 Dependent Cov \$0.36/mo	\$1,500 Dependent Cov	\$100,000 Coverage \$8.40/mo \$1,500 Dependent Cov \$0.36/mo	\$1,500 Dependent Cov	\$8.40/mo \$1,500 Dependent Cov	\$100,000 Coverage \$8.40/mo \$1,500 Dependent Cov \$0.36/mo
Supplmental Life Insurance - Voluntary \$10,000 to \$300,000 Employee, Spouse & Family coverage available	Employee paid; premium varies by volume & type of coverage	Employee paid; premium varies by volume & type of coverage	Employee paid; premium varies by volume & type of coverage	Employee paid; premium varies by volume & type of coverage	Employee paid; premium varies by volume & type of coverage	Employee paid; premium varies by volume & type of coverage	Employee paid; premium varies by volume & type of coverage

Contract Information for Management Employees AD&D Insurance - Voluntary. Employee, Spouse, and Family coverage available	City Manager Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by	Fremont Association of Management Employees (FAME non-safety) Employee paid, premium varies by volume & type of coverage	(FAME safety) Employee paid, premium	Association (FPMA) Employee paid, premium varies by volume & type of	Unrepresented Fremont Officials (UFO) - Department Heads & other at-will employees Employee paid, premium varies by volume & type of coverage	Unrepresented Management Employees (UME) Employee paid, premium varies by volume & type of coverage
Short Term Disability	Voluntary enrollment. After tax deduction. Maximum insurable salary \$15K/mo. Calculated as 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per \$100 of base salary.	After tax deduction. Maximum insurable salary \$15K/mo. Calculated as 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is	salary to maximum benefit of \$10K/mo. Premium is \$0.21/per \$100 of base	Voluntary enrollment. After tax deduction. Maximum insurable salary \$15K/mo. Calculated as 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per \$100 of base salary.	insurable salary \$15K/mo. Calculated as 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per \$100 of base salary.	Voluntary enrollment. After tax deduction. Maximum insurable salary \$15K/mo. Calculated as 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per \$100 of base salary.	Voluntary enrollment. After tax deduction. Maximum insurable salary \$15K/mo. Calculated as 66.67% of EE's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.21/per \$100 of base salary.
Long Term Disability Insurance - premium effective 1/1/10	Employer Paid. Maximum insurable salary shall be \$15K/mo. Calculated as 66.67% of EE's monthly salary to a maximum benefit of \$10K/mo.	Maximum insurable salary shall be \$15K/mo. Calculated as 66.67% of EE's monthly		Employer Paid. Maximum insurable salary shall be \$15K/mo. Calculated as 66.67% of EE's monthly salary to a maximum benefit of \$10K/mo.	insurable salary shall be \$15K/mo. Calculated as 66.67% of EE's monthly	Employer Paid. Maximum insurable salary shall be \$15K/mo. Calculated as 66.67% of EE's monthly salary to a maximum benefit of \$10K/mo.	Employer Paid. Maximum insurable salary shall be \$15K/mo. Calculated as 66.67% of EE's monthly salary to a maximum benefit of \$10K/mo.

Contract Information	City Manager	City Attorney	Fremont Association of	Fremont Association of	Fremont Police	Unrepresented Fremont	Unrepresented
for Management	, s		Management Employees	Management Employees		Officials (UFO) -	Management
Employees			(FAME non-safety)	(FAME safety)	Association (FPMA)	Department Heads &	Employees (UME)
			`		` ,	other at-will employees	. , , ,
Retiree Medical	Retired prior to 7/1/99		Retired prior to 7/1/99	Retired prior to 7/1/99	Retired prior to 7/1/99	Retired prior to 7/1/99	Retired prior to 7/1/99
Reimbursement	Varies by retire date &		Varies by retire date & yrs			Varies by Retire date &	Varies by retire date &
amount varies by	yrs of service.	,	of service.	of service.	of service.	yrs of service.	yrs of service.
MOU.			Retired on or after 7/1/99	Retired on or after 7/1/99		Retired on or after 7/1/99	Retired on or after 7/1/99
Retirees can continue			0-9 yrs = \$200/mo	0-9 yrs = \$200/mo		0-9 yrs = \$200/mo	0-9 yrs = \$200/mo
in City plan or utilize			10-19 yrs = \$225/mo	10-19 yrs = \$225/mo		10-19 yrs = \$225/mo	10-19 yrs = \$225/mo
	20-29 yrs = \$250/mo			20-29 yrs = \$250/mo		20-29 yrs = \$250/mo	20-29 yrs = \$250/mo
receive	30+ yrs = \$275/mo		30+ yrs = \$275/mo	30+ yrs = \$275/mo	30+ yrs = \$275/mo	30+ yrs = \$275/mo	30+ yrs = \$275/mo
reimbursement		30+ yrs = \$275/mo					
			Retired on or after	Retired on or after	Retired on or after	Retired on or after	Retired on or after
	07/01/01 with 20+ yrs of	07/01/01 with 20+ yrs of	07/01/01 with 20+ yrs of	07/01/01 with 20+ yrs of	07/01/01 with 20+ yrs of	07/01/01 with 20+ yrs of	07/01/01 with 20+ yrs of
	service =	service =	service =	service =	service =	service =	service =
				Kaiser single prem rate on		Kaiser single prem rate	Kaiser single prem rate
	on date of retirement.	on date of retirement.	date of retirement.	date of retirement.	date of retirement.	on date of retirement.	on date of retirement.
	Retired on or after	Retired on or after	Retired on or after	Retired on or after	Retired on or after	Retired on or after	Retired on or after
	07/01/01 with 25+ yrs of		07/01/01 with 25+ yrs of	07/01/01 with 25+ yrs of		07/01/01 with 25+ yrs of	07/01/01 with 25+ yrs of
	service =	service =	service =	service =		service =	service =
				Kaiser two party prem rate	Kaiser two party prem rate		Kaiser two party prem
	rate on date of		on date of retirement.	on date of retirement.		rate on date of	rate on date of
	retirement.	retirement.				retirement.	retirement.
	Hired on or after 07/01/07			Hired on or after 07/01/07		Hired on or after 07/01/07	Hired on or after
	0-5 yrs = \$0		0-5 yrs = \$0	0-5 yrs = \$0		0-5 yrs = \$0	<u>07/01/07</u>
			6-9 yrs = \$200/mo	6-9 yrs = \$200/mo		6-9 yrs = \$200/mo	0-5 yrs = \$0
	,		10-19 yrs = \$225/mo	10-19 yrs = \$225/mo	10-19 yrs = \$225/mo	10-19 yrs = \$225/mo	6-9 yrs = \$200/mo
	20-24 yrs = Kaiser single		20-24 yrs = Kaiser single	20-24 yrs = Kaiser single		20-24 yrs = Kaiser single	10-19 yrs = \$225/mo
	•	. ,	prem rate on date of	prem rate on date of		prem rate on date of	20-24 yrs = Kaiser single
		single prem rate on date		retirement.	retirement.		prem rate on date of
				25+ yrs = Kaiser two party		25+ yrs = Kaiser two	retirement.
	. , .	. ,	prem rate on date of	prem rate on date of		party prem rate on date of	
			retirement. (See MOU for	retirement. (See MOU for		retirement. (See MOU for	
	for details)	of retirement. (See MOU	details)	details)	details)	details)	of retirement. (See MOU
		for details)					for details)
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Contract Information for Management Employees	City Manager	City Attorney	Fremont Association of Management Employees (FAME non-safety)	Fremont Association of Management Employees (FAME safety)	Manangement Association (FPMA)	Unrepresented Fremont Officials (UFO) - Department Heads & other at-will employees	Unrepresented Management Employees (UME)
Retiree Medical Reimbursement amount varies by MOU. Retirees can continue in City plan or utilize other plan and still receive reimbursement	Provides credit for up to 10 years of service with other public agencies	Provides credit for up to 10 years of service with other public agencies	Provides credit for up to 10 years of service with other public agencies		Hired on or after 01/01/12 Eligible for retiree medical premium reimbursement provided they meet the following criteria: 1.) Retires from the City of Fremont within 120 days of separation 2.) Is vested with CalPers 3.) Has completed at least five (5) year of continuous service with the City 4.) Is at least age 50 or has received a CalPers industrial disability as a result of employment with the City of Fremont. The actual amount of medical premium reiumbursement the City will contribute to eligible employees will be based on the employee's total years of City service as provided below: 0-5 yrs = \$0 6-24 yrs = \$10/mo per yrs of service 25+ = \$500/mo Provides credit for up to 10 years of service with other public agencies	10 years of service with other public agencies	Provides credit for up to 10 years of service with other public agencies

for Management Employees	City Manager	City Attorney	Management Employees (FAME non-safety)	(FAME safety)	Manangement Association (FPMA)	Unrepresented Fremont Officials (UFO) - Department Heads & other at-will employees	Management Employees (UME)
Annual General Leave (General Leave Hours accrue based on years of service in place of Vacation & Sick Leave Hours)	188 hrs	204 hrs	0 - 5 yrs = 128 hrs 6 -10 yrs = 152 hrs 11 -15 = 164 hrs 16+ = 188 hrs	0 - 5 yrs = 108 hrs 6 - 15 yrs = 132 hrs 16+ = 156 hrs	0 - 5 yrs = 108 hrs 6 - 15 yrs = 132 hrs 16+ = 156 hrs	0 - 5 yrs = 128 hrs 6 -10 yrs = 152 hrs 11 -15 = 164 hrs 16+ = 188 hrs	0 - 5 yrs = 128 hrs 6 -10 yrs = 152 hrs 11 -15 = 164 hrs 16+ = 188 hrs
Maximum General Leave Accruals (Excess hours roll over to a sick leave bank)	None	None	0-5 yrs = 315 hrs 6-10 yrs = 351 hrs 11-15 yrs = 387 hrs 16+ = 423 hrs	0-5 yrs = 315 hrs 6-10 yrs = 351 hrs 11-15 = 387 hrs 16+ = 423	0-5 yrs = 315 hrs 6-10 yrs = 351 hrs 11-15 = 387 hrs 16+ = 423	0-5 yrs = 315 hrs 6-10 yrs = 351 hrs 11-15 = 387 hrs 16+ = 423	0-5 yrs = 315 hrs 6-10 yrs = 351 hrs 11-15 = 387 hrs 16+ = 423
Leave liquidation program	N/A	Quarterly pay out of all hours over 250	See FAME MOU	See FAME MOU	See MOU	See FAME MOU	See FAME MOU
Management Leave (Non-accruable annual use or lose)	116 hours	116 hours	Based on yrs of service 0 - 10yrs = 104 hrs 11+ yrs = 116 hrs	Based on yrs of service 0 - 10yrs = 80 hrs 11 - 24 yrs = 104 hrs 24+ yrs = 56 hrs	Based on yrs of service 0 - 10yrs = 80 hrs 11 - 24 yrs = 104 hrs 24+ yrs = 56 hrs	Based on yrs of service 0 - 10yrs = 104 hrs 11+ yrs = 116 hrs	Based on yrs of service 0 - 10yrs = 104 hrs 11+ yrs = 116 hrs
Floating Holiday (Non- accruable annual use or lose)	N/A	N/A	8 hours	8 hours (if not used, added to holiday bank)	8 hours (if not used, added to holiday bank)	8 hours	8 hours
Holidays - Annual	12 days paid	12 days paid	12 days paid	104 hrs with pay out option (See MOU for details)	104 hrs with pay out option (See MOU for details)	12 days paid	12 days paid
Bereavement Leave	3 days	3 days	3 days	3 days	3 days	3 days	3 days
Leave Bank	Employee leave donation pool. Review MOU for details	Employee leave donation pool. Review MOU for details	Employee leave donation pool. Review MOU for details	Employee leave donation pool. Review MOU for details	Employee leave donation pool. Review MOU for details	Employee leave donation pool. Review MOU for details	Employee leave donation pool. Review MOU for details
Union Dues	N/A	N/A	\$15.00/month	\$15.00/month	\$110.78/month	N/A	N/A

Note: The Human Resources Department has prepared this Benefit Summary for use as a reference tool for staff and other agencies. The information has been compiled using current MOU information and is only a brief summary of benefits. Please see the MOU's for specifics. MOU's are posted on the City's Intranet and Internet sites. The UFO's (Unrepresented Fremont Officials - at will employees) and UME's (Unrepresented Management Employees) do not have MOUs; however many of their benefits are similar to those of the FAME bargaining unit and some benefits are established by employment contract or the City Manager.

T:\Benefit Summaries - Current\[Benefits Summary - Management 2012 updated 020612 MAS.xls]Sheet 1 Updated 02/06/12